



# **PREVENTION OF SEXUAL HARASSMENT**

# Overview

- ▢ Define Sexual Harassment
- ▢ Define the Army's Policy on Sexual Harassment
- ▢ Explain the Categories of Sexual Harassment
- ▢ Explain the Elements of Sexual Harassment
- ▢ Define Sexual Harassment Behaviors
- ▢ Explain the Sexual Harassment Checklist
- ▢ Explain the Techniques to Deal with Sexual Harassment
- ▢ Explain Administrative Actions

# Definition of Sexual Harassment

A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- ❑ A person's job, pay, or career placed at risk
- ❑ An employee's employment or career placed in jeopardy
- ❑ It created an intimidating, hostile, or offensive work environment

# Quid Pro Quo

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- ▢ Latin term meaning, “this for that”
- ▢ Conditions placed upon a person’s career or terms of employment in return for sexual favors
- ▢ Promises of career advancement, promotions, other benefits, should the victim give-in to the sexual advances

# Hostile Environment

- Offensive
- Unwanted
- Unsolicited comments and/or behaviors of a sexual nature

# Related Elements of Sexual Harassment

- Impact vs. Intent
- Reasonable Person Standard

# Sexual Harassment Behaviors

- Verbal comments
- Non-verbal gestures
- Physical contact

# Sexual Harassment Checklist

- ☐ Is the behavior sexual in nature?
- ☐ Is the behavior unwelcome?
- ☐ Does the behavior create a hostile or offensive environment?
- ☐ Have sexual favors been demanded, requested, or suggested?



# Victim Impact

- ▢ Interferes with work performance
- ▢ Creates a hostile environment
- ▢ Stress
- ▢ Fear and Anxiety (Quid Pro Quo)
- ▢ Less productive

# Techniques to Deal With Sexual Harassment

- Direct approach
- Indirect approach
- Third party
- Chain of Command
- File a formal complaint
- Report the harassment to the Chain of Command

# Repercussions of Sexual Harassment

- Administrative Actions
- Mandatory Counseling
- Additional Training
- Denial of Certain Privileges
- Rehabilitative Transfer
- Letter of Admonishment/Reprimand

# Repercussions of Sexual Harassment Cont.

- Relief for Cause
- Adverse Performance Evaluation
- Bar to Reenlistment
- Separation

# Strategies to Combat Sexual Harassment

- ▣ Be proactive
- ▣ Keep soldiers/civilians informed and Educated
- ▣ Conduct training
- ▣ Outline procedures and policies
- ▣ Be familiar with regulations and policies

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